




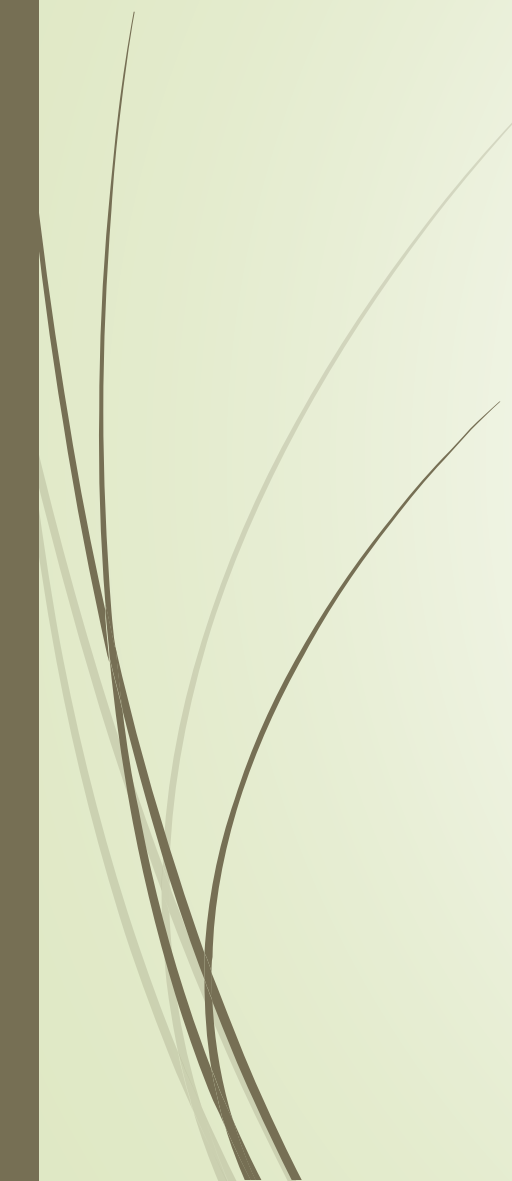
# Internship

With the NC DHHS- Division of Vocational Rehabilitation  
and Independent Living

Presented by VR Staff from Employment Services



# A Story about Jesse (today we call her by that name)

- ▶ **Jesse is a 31 year old Business Major and a single person who lives with her parents. Jesse was in a terrible auto accident, where she had minor injuries but her finance was killed. Jesse was diagnosed with PTSD and symptoms of Anxiety Disorder.**
  - ▶ **Jesse completed her MBA through a state university and has not obtained work since her degree was completed. Jesse worked as a work study student in the financial aid office for one semester but has no other experience. She has been out of school for four years.**
  - ▶ **She has applied for many jobs but has had only one interview in the past three years.**
  - ▶ **Jesse is a consumer of a Vocational Rehabilitation agency and has been introduced to an opportunity to do an internship with the local Chamber of Commerce Business office. She will begin her internship on Monday, October 28, 2019. She is very excited and nervous but ready for an opportunity to obtain an opportunity for work experience.**
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# What is Internship?

- An **internship** is a period of work experience offered by an organization for a limited period of time
- Internships began with medical graduates, and now the term is used for a wide range of placements in businesses, non-profits and government agencies.
- Many times internships are part of the students curriculums which help the student gain relevant skills and experience in a particular field.
- Employers often recruit employees from interns who have gained skills and will help them save time and money in training cost.
- Internships are often arranged by third-party organizations which recruit interns on behalf of industry groups. Rules vary from country to country about when interns should be regarded as employees. Sometimes the employers are exploiting the system.
- <https://en.wikipedia.org/wiki/Internship>, 2019

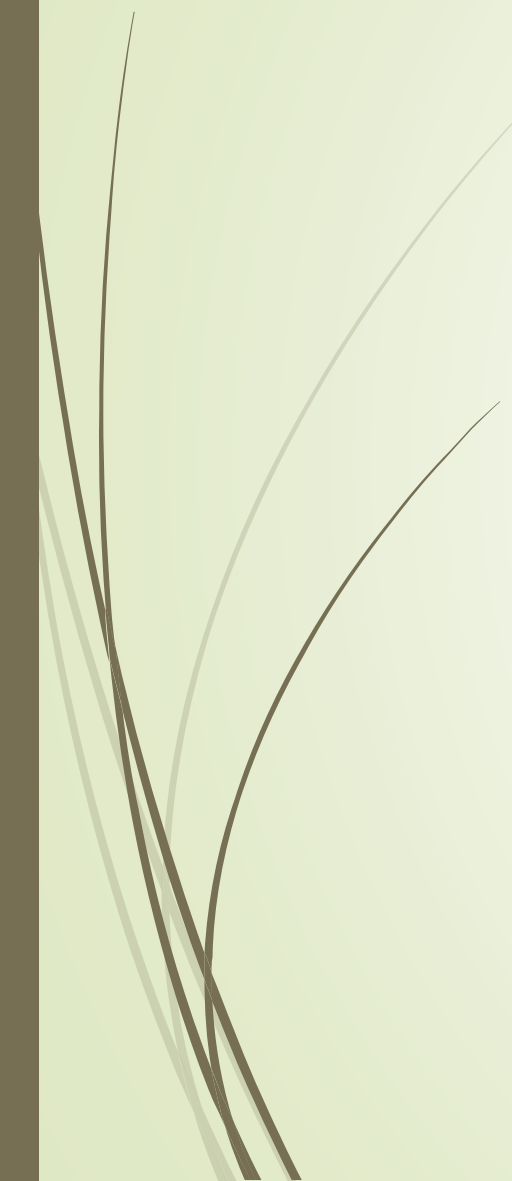



# Who are our Consumer VR Interns ?

- **Individuals who have not obtained employment since their completion of education training (2 year degree, 4 year degrees, Masters and individuals who may not have other training or work experience)**
- **Professional Jobs**
  - IT, Computer, Sales and Marketing, Education and Librarians and many others....
- **Customized Employment**
  - Human Service Associates, Vocational and Technical Fields, Business Associates and others....
- **Entry Level Work**
  - Receptionist
  - Manufacturing workers
  - Customer Service workers
  - Public and Government workers



# Consumer Benefits

- **How will Jesse benefit from an Internship?**
    - **Internship that is PAID!**
    - Opportunity to practice and develop the education skills she obtained
    - Exposure to a real work environment
    - Network and References
    - Confidence in herself
    - Work in a supportive environment
    - Chance to obtain employment
- 



# Consumer Internship with Vocational Rehabilitation

- Internships with specific job goals that are part of the consumers job goal plan
- Three “R’s” to assist our consumers by utilizing PAID internship:
  - RECENT WORK EXPOSURE
  - RECENT WORK EXPERIENCE
  - RECENT WORK REFERENCES





# Benefits for Employers

- Internships provide employers with cheap or free labor
- Prescreened individuals to consider if there is an opening
- Employee who is advanced in the training phase which provide cost savings for employers
- Possible prospect for an employee



# How is a VR Intern paid?

- VR consumers participate in paid internships
- VR enrolls the participant in a outsourced agency for the purposes of payroll
- Salaries are based on the standard entry level pay for VR consumers utilizing the **Foreign Labor Certification Data Center** the(<http://www.flcdatacenter.com/OesWizardStart.aspx>) wage for the and determined by the employers rate of starting pay for an individual with the education and no experience or an entry level wage for other non-professional occupations and must be at least minimum wage
- VR Internships are for 28 hours weekly paid training and up to four months, depending on the occupation, employers schedule of needs and the goal for training on the VR consumers individual plan for employment





# What happens during the Internship? What will Jesse experience?

- Jesse will begin her internship at the local Chamber of Commerce in the business office as a marketing representative. She will be trained by the marketing representative in place now with the chamber and may also work with the office manager to carry out office management task.
- Jesse will have a “Training Plan” in place that is agreed upon by the Chamber HR Director, Jesse and her Vocational Rehabilitation Counselor.
- She will be **paid** by a contract payroll company and covered by the contract agency for workers compensation. ( Federal and State taxes will be deducted and if Jesse receives any benefits from Social Security, the money she makes during the internship will count as her Social Security Earned Income.
- She will be followed up twice or more if needed during the training period



## More on Jesse.....

- Upon completion of the training plan and time frame for the internship, Jesse will update her resume and/or applications to denote her recent work experience and references and continue her job search but this time, Jesse will have a network of references, recent work history and skills training.
- Other possibilities: the employer may choose to screen Jesse for appropriate job opportunities with their company for now or in the future.
- Jesse has obtained a chance at a job and she is excited about that.



# For more information:

- NC DHHS-Vocational Rehabilitation
- www. <https://www.ncdhhs.gov/divisions/dvrs>
- Employment Services
  - Alice Farrar, Chief of Employment Services
  - Nicola, Program Specialist for Business Engagement
  - Kristy Brinson, Regional Specialist for Employment Services
  - Thelma Cox, , Regional Specialist for Employment Services
  - Frances Robinson, , Regional Specialist for Employment Services



# Credits

- The NC Department of Health and Human Services, Vocational Rehabilitation and Independent Living
- Vocational Rehabilitation Program Policy
- NC Department of Commerce
- Wikipedia, [www.wikipedia.com](http://www.wikipedia.com)
- VR Staff,
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